

EXHIBIT 8

PUBLIC VERSION

1 UNITED STATES DISTRICT COURT
2 NORTHERN DISTRICT OF CALIFORNIA
3 SAN JOSE DIVISION
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6 IN RE: HIGH-TECH EMPLOYEE)
7 ANTITRUST LITIGATION)
8) No. 11-CV-2509-LHK
9 THIS DOCUMENT RELATES TO:)
10 ALL ACTIONS.)
11 _____)
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14 CONFIDENTIAL - ATTORNEYS' EYES ONLY
15 VIDEO DEPOSITION OF MARK BENTLEY
16 August 23, 2012
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20 REPORTED BY: GINA V. CARBONE, CSR NO. 8249, RPR, CCRR
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04:28:55 1 additional restrictions on Apple's recruiting policy?

04:28:58 2 MR. RILEY: Objection. The question is vague.

04:29:02 3 Calls for speculation.

04:29:03 4 THE WITNESS: I don't recall.

04:29:14 5 MR. SAVERI: Q. Well, did you view the

04:29:15 6 no-cold-call list, or the no-cold-call policy, as a

04:29:19 7 restriction on your ability to do your job

04:29:23 8 recruiting good people for Apple?

04:29:26 9 A. Not at all.

04:29:27 10 Q. Not at all?

04:29:28 11 A. Not at all.

04:29:29 12 Q. Do you think it enhanced your ability to

04:29:31 13 recruit good people to Apple?

04:29:34 14 A. Cold calling was and still is just one avenue.

04:29:41 15 There are many avenues, some much more important.

04:29:44 16 Web site.

04:29:46 17 Q. I just want to make sure I understand your

04:29:48 18 testimony. Did the no-cold-calling list, and the

04:29:52 19 maintenance of that list, restrict Apple's ability to

04:29:55 20 recruit in any way?

04:29:58 21 A. To the best of my knowledge, no. We were not

04:30:02 22 cold calling into some of those companies that we had

04:30:05 23 unilaterally decided not to cold call into. That did

04:30:09 24 not inhibit our ability to recruit from those companies.

04:30:12 25 Q. So what was the purpose of putting a company on

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04:30:14 1 the no-cold-calling list if you did not cold call into
04:30:17 2 those companies?

04:30:20 3 A. So we're making a distinction between cold
04:30:26 4 calling and recruiting.

04:30:27 5 Q. And maybe I misunderstood what you were saying.

04:30:31 6 A. So there are many instances in which --
04:30:35 7 recruiting meaning people come into Apple, either
04:30:39 8 through our Web site, through referrals, through job
04:30:42 9 fairs, through social media. There is all sorts of
04:30:46 10 other mediums that frankly dominate the way that we
04:30:54 11 hire. Cold calling is just a very small piece of it.

04:30:59 12 Q. Well -- and my question is, did the inclusion
04:31:01 13 of a company on the no-cold-calling list limit, from
04:31:08 14 your perspective, Apple's ability to recruit people in
04:31:13 15 any way?

04:31:14 16 MR. RILEY: Objection. That question has been
04:31:16 17 asked and answered.

04:31:22 18 THE WITNESS: I'm not sure where -- I'm not
04:31:23 19 sure where -- where the disconnect is between what I
04:31:25 20 just said and your question.

04:31:27 21 MR. SAVERI: Q. Well, I guess I'm not
04:31:29 22 clear why Apple had a no-cold-calling policy if it
04:31:34 23 didn't impact Apple's ability to recruit.

04:31:44 24 A. We had a do-not-cold-call list in place at
04:31:47 25 times, because we did not want to be actively cold

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1 I, Gina V. Carbone, Certified Shorthand
2 Reporter licensed in the State of California, License
3 No. 8249, hereby certify that the deponent was by me
4 first duly sworn and the foregoing testimony was
5 reported by me and was thereafter transcribed with
6 computer-aided transcription; that the foregoing is a
7 full, complete, and true record of said proceedings.

8 I further certify that I am not of counsel or
9 attorney for either of any of the parties in the
10 foregoing proceeding and caption named or in any way
11 interested in the outcome of the cause in said caption.

12 The dismantling, unsealing, or unbinding of
13 the original transcript will render the reporter's
14 certificates null and void.

15 In witness whereof, I have hereunto set my
16 hand this day: July 6, 2012.

17 X Reading and Signing was requested.

18 _____ Reading and Signing was waived.

19 _____ Reading and signing was not requested.

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GINA V. CARBONE

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